

Where can I get help?

TALK TO A LAWYER:

The Law Society of Nunavut

Law Society of Nunavut
Bldg. 917, 3rd Floor, Unit B
Iqaluit, Nunavut

Toll-free: 1 (844) 979-2330
Inuktitut Toll-free: 1 (888) 990-4665
Email: administrator@lawsociety.nu.ca

Maliiganik Tukisiiniakvik Legal Services

P.O. Box 29, Bldg#1104-B
Inuksugait Plaza
Iqaluit, Nunavut X0A 0H0
(867) 975-6395
Toll-free: 1 (866) 202-5593

Kivalliq Legal Services

P.O. Box 420
Rankin Inlet, Nunavut X0C 0G0
(867) 645-2536
Toll-free: 1 (800) 606-9400

Kitikmeot Law Centre

25 Mitik St
Cambridge Bay, Nunavut X0B 0C0
(867) 983-2906
Toll-free: 1 (866) 240-4006

Tell them you want to talk to a lawyer about a problem you have at work. They will help you find a lawyer to talk to.



- ▶ The **Labour Standards Officer** can help with some problems, such as if you have not been paid all the money your boss owes you.

Labour Standards Compliance Office

PO Box 1000, Station 590
Iqaluit, Nunavut X0A 0H0

Email: LabourServices@gov.nu.ca
Toll-free Phone: 1-877-806-8402

- ▶ The **Workers' Safety and Compensation Commission (WSCC)** can help you if you got hurt at work.

Qamutiq Building, 2nd Floor
630 Queen Elizabeth Way
Box 669, Iqaluit, NU X0A 0H0
Toll-free Phone: 1 (877) 404-4407

If you are part of a union, talk to your union – their job is to help their workers!

While financially supported by The Law Foundation of Ontario Access to Justice Fund, the Law Society of Nunavut's Access to Justice Committee is solely responsible for all content.

Workplace safety



Every worker has a right to a safe and healthy workplace.

If you are worried about something dangerous at work, tell your supervisor about it.

If you are hurt at work or while working, you may be able to get some money for the days that you are not able to work because of your injury. This is called **workers' compensation**.

If you are hurt at work, tell your supervisor right away. You must also tell the Workers' Safety and Compensation Commission (WSCC) as soon as possible. Then the WSCC can find out whether you need to be paid workers' compensation.

When is my boss allowed to fire me?



RULE 1

Your boss is not allowed to fire you for the following human rights reasons:

- ✗ race
- ✗ colour
- ✗ ancestry
- ✗ ethnic origin
- ✗ citizenship
- ✗ place of origin
- ✗ creed
- ✗ religion
- ✗ age (except if it requires being an adult)
- ✗ disability
- ✗ sex
- ✗ sexual orientation
- ✗ marital status
- ✗ family status
- ✗ pregnancy
- ✗ a criminal conviction (if you've gotten a pardon)

WE ARE FIRING YOU BECAUSE YOU ARE PREGNANT.

This is NOT allowed.

RULE 2

Other than these human rights reasons, your boss has the right to fire you at any time for any reason, as long as your boss gives you proper notice or payment.

I AM SORRY, BUT WE DONT HAVE ENOUGH WORK FOR YOU TO DO.

WE ARE GOING TO HAVE TO LET YOU GO IN TWO WEEKS.

Question:

How much notice or pay instead of notice should I get?

ANSWER: It depends! How long have you been working there? What kind of job are you working? Are you able to find another job quickly? Talk to a lawyer if you want to know if your work gave you enough notice or pay, or if you deserve more.

If you have been working for less than 90 days, your boss does not have to give you notice or payment.

RULE 3

Your employer does not have to give you proper notice or pay (he or she can fire you right away) if you were fired for "just cause" or good reason (usually your fault), such as:

- ✗ if you steal from your work
- ✗ if you lie to your boss
- ✗ if you keep not showing up to work, etc.

THESE RULES ARE FOR WORKERS WHO ARE NOT PART OF A UNION. WORKERS IN UNIONS HAVE DIFFERENT RULES. ASK YOUR UNION IF YOU HAVE ANY QUESTIONS OR CONCERNS.

HAVE YOU BEEN FIRED WITHOUT A GOOD REASON?

HAVE YOU BEEN FIRED WITHOUT GETTING NOTICE OR PAY WHEN YOU SHOULD HAVE?

TALK TO A LAWYER.